



## REQUEST FOR ASSISTANCE (RFA) INTAKE INTERVIEW LOG

<u>Date:</u> 5/14/12	<u>Interviewer:</u> Laura Eckert	<b>RFA #12 – 05</b>
<u>Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> use email [REDACTED] [REDACTED] <b>leave name not title</b>		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> student applicant		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> admission to evening Secondary Education Masters Program		

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☒ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student ☐  
 Respondent (if app.):    Male ☐ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student ☐

Complaint Category: (Please check at least one)

☒ Age                      ☐ Color                      ☐ Creed                      ☐ Disability                      ☐ Employment  
☐ Marital Status                      ☐ National Origin                      ☐ Race                      ☐ Religion                      ☐ Retaliation  
☐ Sex/Gender                      ☐ Sexual Harassment                      ☐ Sexual Orientation                      ☐ Veteran Status

Time Line		
Date	Item	Comments
5/14/12	Received email in EO mail box	See email pasted below, age disc in secondary ed application decision alleged.
5/15/12	LE t/c with [REDACTED]	Intake telephone call conducted by Laura Eckert [REDACTED] is 58 years old and applied for the Secondary Education Masters program. He communicated about the program last year with a man who was delighted with his qualifications. This year he met with someone about the program and she was very uninterested in him. [REDACTED] has experience training apprentices as an electrician. He would like to know who he spoke with a year ago. [REDACTED] is fine proceeding via informal resolution.
5/15/12	Email from [REDACTED]	Forwarding [REDACTED] response to [REDACTED] inquiry about why he was not admitted. Email in file.

5/15/12	Sue talked to Dean Rios	
5/23/12	Sue t/c to [REDACTED]	Left message [REDACTED]
5/24/12	Email to LE from [REDACTED]	Found correspondence with [REDACTED] from last year 2/11 re [REDACTED] efforts to get in to program last year.
5/24/12	Email from LE to [REDACTED]	Sue has call in to [REDACTED] will call again soon if don't hear from her
5/30/12	LE t/c with [REDACTED]	<p>Laura Eckert spoke by phone with [REDACTED]. She is the manager of the program and has communicated with [REDACTED] several times. He has brought up age every time they have met.</p> <p>In the one-person interview she conducted with [REDACTED] she tried to find out if he has recent experience with adolescents. He volunteered that he walks around Green Lake with an elementary teacher and one day he saw a teenage girl doing something to a turtle and he yelled "stop doing that asshole." That called his judgment into question for [REDACTED]. She is charged with knowing someone is going to be suitable for school, and wants current experience with a recommendation to allay concerns. If he gets current experience and a positive recommendation, they would certainly consider him again.</p> <p>Age is not considered in admissions. In the cohort of 20 people that started in 2009, there were people age 47, 48, 57 and 59. In the current group in which [REDACTED] wasn't admitted, there are people age 41, 43 and 48.</p> <p>[REDACTED] who [REDACTED] communicated with last year, is a math advisor. He is not part of graduate school or admissions process.</p> <p>[REDACTED] would be willing to meet with [REDACTED]</p>
6/5/12	t/c [REDACTED]	Talked about discussion with [REDACTED] would like an email with names of people for him to contact in north Seattle to volunteer.
6/5/12	t/c to [REDACTED]	Lm, pls call
6/7/12	Email b/w [REDACTED] and [REDACTED]	[REDACTED] provided [REDACTED] with information about volunteering in a school. [REDACTED] thanked [REDACTED] for her help and said he will break from it until next year. [REDACTED] responded with some additional information, including contact info of an assistant principal, in case he wants to pursue volunteering this summer [REDACTED] responded that he will contact that person for volunteering in the fall.
6/7/12	Email from [REDACTED] to LE	[REDACTED] thanked Laura for relaying his conversation with Laura to [REDACTED]. He says he will try again next year.

**From:** [REDACTED]  
**Sent:** Monday, May 14, 2012 1:25 PM  
**To:** Equal Opportunity Office  
**Subject:** Need a complaint form as I believe I was discriminated against in admission.

**Dear EEO Staff,**

I believe I may have been subject to age related discrimination in my rejection for admission to the evening [REDACTED] Masters program.  
 I received a rejection notice from the Graduate School 6 days ago which suggested I contact the

**Equal Opportunity Office/WWU**



department for more information. Having heard nothing back from them yet, and considering this program starts in only a few weeks, I feel an enormous time constraint. Having seen the following text on your website, please send me a complaint form by email.

[REDACTED]

*Please use email for contacting me*

[REDACTED]

Thanks,

[REDACTED]

### **Formal Complaint**

*If you are not satisfied with the results of the informal resolution process, you may file a Formal Complaint. This process begins when you submit a complaint form to the EEO that includes a written statement of the alleged act or acts of illegal discrimination.*

Dear [REDACTED],

I received your email that you sent to the Equal Opportunity Office. I am sorry to read that you feel you may have been discriminated against based on age in your application to the evening [REDACTED] Masters program.

I see you are not in Bellingham and would like to be of assistance to you. I understand that you prefer to use email. I would like to see if it is possible for us to discuss this over the phone. Typically we do not utilize email to discuss complaints. I would like to have a fuller discussion on the phone before we proceed so we can lay out some options for you on how we might be able to address your concerns. Is there a time we can discuss this when it would be convenient for you to talk?

If it is not feasible for you to discuss this over the phone, please let me know.

Thank you,  
Laura

Laura Eckert, J.D.  
Senior Executive Equal Opportunity Associate